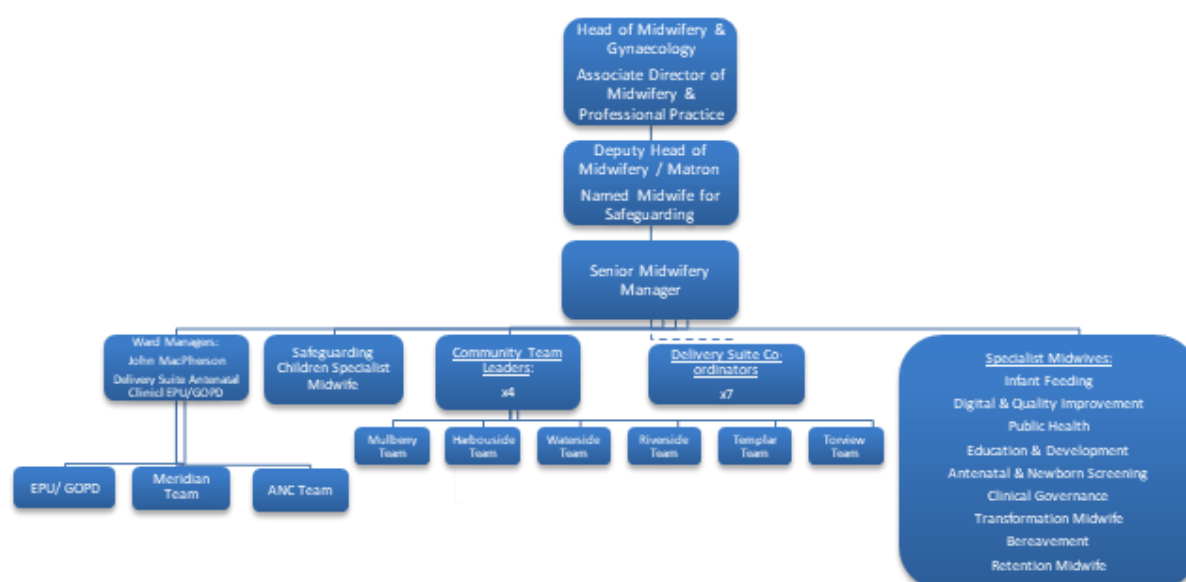


JOB DESCRIPTION

Job Title:	Midwife
Band/Pay:	Band 6
Department:	Meridian Core Team

Obs & Gynae



Job overview

An exciting opportunity has arisen for Band 6 Hospital based Midwives to work within our Meridian Team. We are looking for a confident, enthusiastic, dynamic and motivated midwives to join our team, providing safe, individually focused care to women in our hospital setting. You should have excellent communication, organisational and time management skills with a positive approach to change. You must also be an effective team worker. The post will involve rotation between the

antenatal/postnatal ward and delivery suite. The successful candidate will need to be flexible as you will be required to work shifts including weekends, bank holidays and nights, and occasional rotation to other clinical areas within maternity to meet the needs of the service. The successful candidate will participate in the Maternity Escalation On-Call Rota. Flexible working may be considered

Main duties of the job

- To work within the maternity unit to assess the full range of care needs and develop, implement and evaluate safe care for low and high-risk women and their families
- Work autonomously within guidelines of professional practice
- Act as a mentor for junior midwives, students and other members of the multi-professional team
- Promote equality, diversity and rights
- Provide constructive feedback and support to enable junior midwives to develop increased clinical skills and ability
- Prioritise own time to ensure safe care is given to women and families
- Ensure privacy and dignity of women and their babies is maintained
- Ensure the health and social setting is responsive to the individual needs of women, particularly those who are disadvantaged
- Advocate and support the rights of individual women to make informed choices about their care
- Provide appropriate health surveillance, health promotion and informed choice with antenatal screening, referring to consultant team as required
- Perform appropriate risk assessment to ensure the provision of safe and effective antenatal, intrapartum and postnatal care
- Provide high quality care during the pregnancy continuum, to women booked for pregnancy care
- To act as an effective role model in demonstrating high standards of clinical care, communication and team working
- Monitor the effectiveness of care delivery, re-negotiating programmes of care where indicated to meet the needs and safety of women
- Identify and implement an appropriate schedule of parent education to facilitate the smooth transition to parenthood
- Participate in clinical audit and the development of research and evidence-based practice
- Support other midwives, student midwives and maternity support workers in their training and personal development and the overall care provided to women and their families
- Demonstrate an understanding and awareness of the Trust complaints procedure and respond appropriately to complaints or feedback from women and their families
- Only use equipment following appropriate training, ensuring equipment register is updated appropriately. Ensure any faulty equipment is reported
- As part of the Integrated care record implementation, develop, maintain and extend IT competencies
- Ensure documentation of care is comprehensive and meets the standards for professional record keeping

- Attend annual mandatory training as required by Directorate and Trust
- Participate in annual achievement review, identifying own specific training requirements as part of service planning and continuous personal development
- Facilitate women's involvement in the decision-making process regarding all aspects of their pregnancy, birth and postnatal care
- Support junior members of the multi-professional team to assess, plan, implement and evaluate care for mothers and their babies
- Liaise with the multidisciplinary team when complex needs are identified
- Work collaboratively with other agencies identifying women and their families where there are concerns regarding child protection, domestic violence, substance misuse and for women with special needs
- Participate in ward and unit meetings
- Plan, implement and evaluate care for mothers and their babies
- Work collaboratively with professional colleagues to provide midwifery care to women with complex needs
- Works within local Safeguarding multiagency guidance and supports junior colleagues in issues around safeguarding and child protection issues
- Liaise with the multidisciplinary team when complex needs are identified
- Contribute to effective communication and its relevance to effective care provision including sensitive information and bereavement support
- Support junior members of the multi-professional team to assess, plan, implement and evaluate care for mothers and their babies
- Apply knowledge and skills of the Trust's Health and Safety Policy to clinical practice
- Adhere to the Trust Lone Worker and Violence and Aggression Policies to ensure personal safety
- Adhere to the Trust Policy on Incident Reporting

About your new team and department

Torbay and South Devon Maternity unit strives to ensure that all pregnant people receive high-quality, safe care throughout their pregnancy pathway which is tailored to their individual needs. You will work as part of a team of midwives and maternity support workers, also working collaboratively as part of a multidisciplinary team, providing an excellent, safe service for our women and their families. You will need to be passionate about your role and keen to adapt and learn new skills. This exciting opportunity will allow you to become part of a dynamic team, working in ever changing circumstances.

Detailed job description and responsibilities

Communication and Working Relationships

- Establish and maintain effective communication with individuals and groups about complex or difficult matters, overcoming any barriers to communication
- As a member of a multi-professional team contribute to effective communication and its relevance to effective care provision including sensitive information and bereavement support, including all issues relating to Child Protection
- Deal sensitively and effectively with conflicts within the team

Planning and Organisation

- Prioritises clinical workload, identifying the most critical needs
- Monitor progress of work, recognising changing priorities and implement corrective action within own limits and informing relevant people
- Attends ward and unit meetings as required
- Work in all areas of the maternity service as required
- Participate in the on-call escalation rota of at least 1 per month

Responsibility and Accountability

- Work within NMC codes of practice and professional guidelines
- Be responsible for maintaining own clinical competence
- Undertake care consistent with evidence-based practice, transferring and applying knowledge and skills to meet the needs of women
- Has the ability to instigate and act on abnormal blood / investigation results, when a condition deviates from the normal, and then refer to the appropriate professional
- Ability to perform: Perineal suturing, IV cannulation, IV drug administration, Neonatal resuscitation
- Provide mentorship and support to student midwives and junior staff members
- Ensure all appropriate screening and investigations are completed and results are acted upon appropriately
- Provide appropriate health surveillance to the neonate and liaise with the multi-professional team with regard to routine screening
- Ensures self and other maternity staff uphold the safety of mother and baby within a clinical governance framework and from recommendations in the Ockenden report (2022)
- Ensure documentation of care is comprehensive and meets the standards for professional record keeping

Policy and Service Responsibility

- Work autonomously within Trust guidelines and sphere of professional practice
- Adheres to Trust Policy on Incident Reporting
- Ensure promotion of excellent Infection Control standards within own and others practice
- Applies knowledge and skills of the Trust's Health and Safety framework to clinical practice
- To ensure safe storage and administration of drugs in the clinical area, adhering to NMC and Trust policy

- Adheres to the Trust Violence and Aggression Policies to ensure personal and maternity staff's safety
- Participate in audit to ensure evidence-based midwifery practice

Information Technology and Administrative Duties

- Ensures midwifery records and legal documentation are completed as required
- Ensures multidisciplinary referrals are completed and distributed effectively
- Adheres to Trust policy for electronic data collection
- As part of the ICR implementation, develop, maintain and extend IT competencies
- Ensure documentation of care is comprehensive and meets the standards for professional record keeping

Professional

- Provide care during the pregnancy continuum, to women attending or admitted to the maternity unit
- Work collaboratively with professional colleagues to provide midwifery care to women with complex needs
- Contribute with feedback, to ensure the health and social care setting is responsive to the individual needs of women, particularly those who are disadvantaged, and where appropriate advocate for these women
- Advocate and support the rights of individual women to make informed choices about their care
- Promote equality, diversity and rights
- Participate in and undertake annual appraisal, identifying specific training requirements as part of service planning and continuous personal development

Clinical

- Be responsible for own clinical competence
- Maintain and enhance clinical skills for autonomous midwifery practice
- Undertake care consistent with evidence based practice, transferring and applying knowledge and skills to meet the needs of women
- Facilitate women's involvement in the decision-making process regarding all aspects of their pregnancy, birth and postnatal care
- Liaise with the multidisciplinary team when complex needs are identified
- Demonstrate sound organisational skills when planning clinical workload
- Work collaboratively with other agencies, identifying women and their families where there are concerns regarding child protection, domestic violence, substance misuse and women with special needs
- Be responsible for maintaining their clinical skills of autonomous midwifery practice for example, cannulation, IV medicines and perineal suturing
- Investigate and act on abnormal blood/investigation results, when a condition deviates from the normal, and then refer to the appropriate professional.
- Perform appropriate risk assessment to ensure the provision of safe and effective antenatal, intrapartum and postnatal care
- Liaison with the multi-professional team to assess, plan, implement and evaluate individualised postnatal care

- Provide appropriate health surveillance to the neonate and liaise with the multi-professional team with regard to routine screening
- Provide mentorship and support to the student midwives and junior staff members
- Work in all areas of the maternity service as required
- Participate in the on-call escalation rota, at least one per month

Clinical Governance

- Uphold the safety of mother and baby within a clinical governance framework
- Participate in clinical audit and the development of research and evidence-based practice
- Support other midwives, student midwives and maternity care assistants in their training and personal development and the overall care provided to women and their families
- Act as a practice supervisor for student midwives working within maternity
- Ensure provision of care is cost effective and is provided within existing resources, informing the Co-ordinator when deficiencies are identified
- Attend annual mandatory training as required by Directorate and Trust
- Demonstrate understanding and an awareness of the Trust complaints procedure and respond appropriately to complaints or feedback from women and their families
- Only uses equipment following appropriate training, ensuring equipment register is updated appropriately
- Ensures any faulty equipment is reported
- Apply knowledge and skills of the Trust's Health and Safety Policy to clinical practice
- Adheres to the Violence and Aggression Policies to ensure personal safety
- Adheres to the Trust Policy on Incident Reporting
- Ensure awareness of the A- EQUIP model of supervision and has to access to a Professional Midwifery Advocate

PERSON SPECIFICATION

Attributes	Essential	Desirable
Qualifications and Training	<ul style="list-style-type: none"> Registered Midwife Evidence of continued professional development To have completed a full preceptorship programme in midwifery 	<ul style="list-style-type: none"> Mentorship qualification NIPE practitioner Cannulation
Knowledge and Experience	<ul style="list-style-type: none"> Knowledge of child protection, domestic violence, substance misuse and working with women with special needs. Ability to cope with a stressful environment with emotional women, their families/supporters and staff members 	<ul style="list-style-type: none"> Community experience Experience of home births Parent Education training Water birth experience NLS or equivalent
Special Experience	<ul style="list-style-type: none"> Excellent written and verbal communication skills Ability to work autonomously Perineal suturing Ability to organise and prioritise own workload IT skills 	
Personal Requirements	<ul style="list-style-type: none"> Excellent communication and interpersonal skills 	

	<ul style="list-style-type: none"> • Excellent decision-making ability 	
Requirement due to conditions/ environment	<ul style="list-style-type: none"> • Ability to work flexibly and commute within the area • Potential daily exposure to bodily fluids within practice • Occasional contact with Hepatitis, HIV, MRSA • Occasionally dealing with aggressive behaviour • Participate in the escalation on call rota 	
Physical Skills	<ul style="list-style-type: none"> • Manual dexterity for venepuncture, cannulation and perineal suturing 	
Physical Effort	<ul style="list-style-type: none"> • Uses appropriate moving and manual handling techniques, as part of daily activities assisting women during birth, post operatively and during postnatal period 	
Emotional Effort	<ul style="list-style-type: none"> • Ability to cope with highly complex situations conveying news regarding pregnancy loss, fetal abnormality and child protection on a regular basis • Managerially dealing with report writing, liaising with specialist agencies, e.g. Social Services 	
Mental Effort	<ul style="list-style-type: none"> • Constant application of analytical skills to practice • Occasional exposure to unpredictable high levels of clinical activity • Prolonged periods of concentration for clinical care and documentation of care 	